



District 9

International Association of Machinists and Aerospace Workers

159 SHAMROCK • EAST ALTON, IL 62024
618 / 259-7011 • Fax 618 / 259-9401

September 21, 2017

**TO ALL EMPLOYEES OF GBC METALS, LLC d/b/a/ OLIN BRASS,
WHO ARE MEMBERS OF DISTRICT NO. 9, I.A.M. & A.W.**

Greetings,

As we said we would do in prior meetings, the Committee and I are posting the first update of our negotiations. To date, we have met with the Company five times (September 12, 13, 18, 19, 20) and exchanged proposals on language only. At this point, the Company's main proposals include FMLA change regarding vacation use, current vacation time and an attendance policy change. The Union has not agreed to any of these proposals and is awaiting a response from the Company on a few counter proposals.

The Union proposed eliminating the Agreement on Efficiencies, Attachments 1, 2, and 3. The Company rejected our request. We presented to the Company a proposal that replaces the current Agreement on Efficiencies with language that we feel would be a better alternative for the membership moving forward. Again, there has been nothing agreed to at this time. The Union also proposed eliminating the temporary shutdown language regarding non-emergency shutdowns, no forced overtime from 3rd to 1st shift, no forced overtime unless covering an absent employee, adding vacation breakers, and various other proposals. We will meet again on September 25, 27, 28, and will try to provide an additional update after those negotiation sessions.

It is not common to reach agreement on items early in the negotiation process. At this point we have focused our attention on giving the Company our explanations and arguments in an effort to arrive at an understanding as to our reasons for these proposed changes.

We will move to Economic proposals when we finish with the Non-Economic language portion of negotiations. This is a common practice in the negotiation process. Your support for your Union Committee and myself is greatly appreciated. United we stand!

In Solidarity,

Ann Ballesteros
Business Representative

AB:act
OPEIU#13